

The Time Is Right to Win Pension Improvements

► **UPS and Freight Employers Set to Pay Record Benefit Contributions in New Contracts**

► **Members Can Beat Cuts, Win Better Benefits if We Stand Up**

Since 2003, our Teamster benefits have been under attack. But the coming year gives our union the opportunity to take the offensive.

Our pension funds' assets are already way up due to recent strong investment returns.

This opens the door to benefit gains if our union can win sufficient increases in benefit contributions in the 2008 UPS and freight contracts.

These contracts are sure to set records for benefit contributions, in part because new regulations in the Central States Pension Fund require all employers to increase their benefit contributions by a minimum of eight percent every

year just to stay in the fund.

That means minimum increases of \$2.40 over the next five years.—nearly 40 percent more than last time. Benefit contributions are negotiated nationally, so other funds will likely get at least this amount.

More will be needed to increase benefits in the Central States and many other funds as well. The question is, how much more and what is our union's plan to win what's needed?

Teamster members deserve answers to these questions. If we're going to effectively unite to win our bargaining goals, we need to know what we're fighting for.

See full pension coverage pgs. 5-6.

This Time Members Have the Right to Know

Funds Have Told Hoffa What We Need to Win in Bargaining to Increase Benefits

President James Hoffa has been briefed by the different Teamster benefit funds on what we need to win in the UPS and freight contracts to increase our benefits. This information needs to be shared with Teamster members.

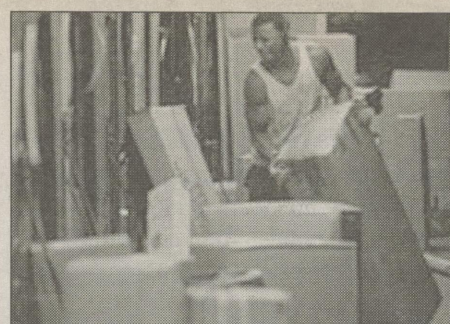
In 2002 and 2003, Teamsters were promised that our benefits would be secure for the life of the UPS, freight and carhaul contracts.

Later, court documents revealed that



Market Rebound Sends Teamster Benefit Funds to All-Time Highs

The stock market recovery of the past few years helped send our pension funds to record highs. Central States is up to \$21 billion, and the Western Conference fund is 100 percent funded.



Negotiations Can Add 100,000 New Participants to Our Benefit Plans

Union bargaining demands to win Teamster pensions for all UPS part-timers and UPS Freight employees would win better pensions and stronger benefit funds for all.



2008 Contracts Will Set Records for Benefit Contributions

UPS's record profits and new pension fund rules mean the company will pay record contributions in the next contract. The same holds true for the 2008 Freight Agreement.



Funds Have Told Teamster Leaders What We Need to Bargain to Raise Benefits

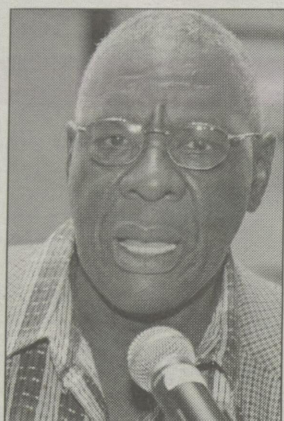
Top Teamster officials have been given reports on what contract money is needed to guarantee and restore benefits. It's time to tell the rank and file and unite around a plan to win.



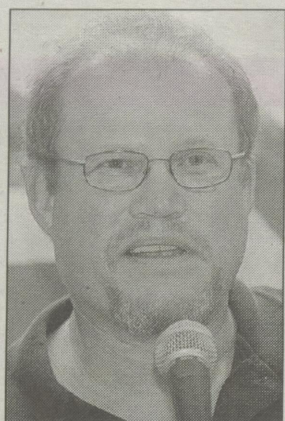
Get Informed, Get Results Through the TDU Benefits Improvement Program

See page 5 for more information.

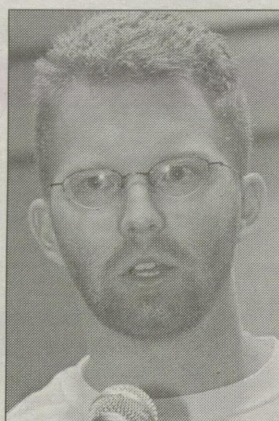
Letters From Our Members



Willie Hardy



Rick Sather



Joe Sexauer

A Note from the TDU Trustees

Dear Brothers and Sisters,

This year is shaping up to be a truly exciting time for TDU and the Teamster reform movement. With the *Make UPS Deliver* campaign, a nation-wide tour of pension workshops, bylaws reform and local union elections, TDU members are hard at work pushing for change in our union.

We need more resources to do it. We rely on Teamsters and retirees for our support. As the elected trustees of TDU, it's our job to make sure we have the money we need to carry on the fight.

This April, we will be asking TDU members, through the mail, for financial support to expand our efforts. We need your financial support to keep TDU going and growing.

That's why we hope you'll join us in making a generous financial contribution to TDU. Every penny you donate will be put to good use.

And if you're not already a member of TDU, the best thing you can do to support our work is to join today. Thanks for your support!

In Solidarity,

Willie Hardy, Local 667, Memphis

Rick Sather, Local 638, Minneapolis

Joe Sexauer, Local 743, Chicago

Stand Up to Corporate Greed

Through deregulation and the courts this administration in Washington has destroyed what union labor has bargained for with employers such as job security, pension, and welfare as well as workers' rights under legal contracts.

As union workers, we must unite to fight for our preservation, our dignity, and our livelihood. Our goal is simple: a March on Washington on Labor Day this

Sept. 3, 2007. Imagine the power of one million union members in a peaceful but determined demonstration demanding what has been stolen by corporate greed.

Let's send a strong message to Washington and the corporate leaders to end this insanity and return this great country to the citizens who worked and labored to create the slogan "Made in the USA."

Frank Klem

Local 701, Retired

Toms River, N.J.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.

E-mail: tdudetroit@tdu.org

Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287.

E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



Copyright © 2007 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, TDU *Convoy Dispatch*, must be cited.

The Members Come Before Politics

I was a delegate to the 2006 Teamster Convention. It was made perfectly clear by Brother Dan Virtue, candidate for Eastern Region VP, of his independence from any candidate during the IBT convention this past June.

After listening to this candidate speak, and learning what he stood for, it was simple for me to understand why his members elected him and why Brother Hoffa made him an IBT representative.

Diversity can best be supported when those with differences of opinion, but with the same goal—the betterment of our membership—work together.

The “do as I say,” or “go along to get along” ideology may have worked in the past. But today that will not work.

The decision to eliminate Brother Virtue from his IBT position is not a case of putting the membership first, but an attempt at political preservation.

Darrin Ziemba

Local 264, C&S Wholesale

Buffalo, N.Y.

\$100,000 Club: Give Members More Facts

The next time you run the \$100,000 Club in *Convoy*, you should inform the members of the increase from the last LM-2 reports to new one. That way members can see how much more the officers are making.

Scott MacDonald

Local 179, Retired

Kankakee, Ill.

TDU International Steering Committee

Co-Chairs:

Dianne Bolton, Seattle Local 174

Joe Fahey, Milwaukee Local 200

Michael Ruscigno, New York Local 802

Michael Sawwir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667

Rick Sather, Minneapolis Local 638

Joe Sexauer, Chicago Local 743

Members:

Nichele Fulmore, North Carolina Local 391

Frank Halstead, Los Angeles Local 572

Toni Jackson, Memphis Local 667

Larry Macdonald, Atlanta Local 728

Ed Michael, Salem, Ill. BLET Div. 724

Sandy Pope, New York Local 805

Joe Wright, Boston Local 82

Alternates:

Gary Brooks, Chicago Local 705

Delores Bowden, Chicago Local 726

Matt Latzo, Washington Local 639

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Sept. 2006 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, “flexible” work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Carhaul National Contract Threatened

Allied Teamsters Need Strong Leadership

Allied Teamster carhaulers are voting on a tentative concession deal that's been pressed on our members by a bankrupt company. Those concessions could devastate an entire national master contract, which expires in just 14 months.

Allied Teamsters know this is a tough choice. A judge could impose concessions even if a majority votes No. Tough times call for tough Teamster leaders, with a plan to protect our national contract, not lies and PR.

Carhaulers in Teamsters for a Democratic Union are working hard to defend our national contract, give Teamsters real information, and protect TDU's court victory regarding pro and con observers of the contract vote.

Lack of Leadership

On March 21, Allied Teamsters started to receive contract concession ballots in the mail, and they were loaded with lies. On that exact same date, the IBT website posted a three-page attack on Teamsters in TDU, and it contradicted the ballot material with a new set of lies. Then on March 28, the IBT PR department issued a third and yet different set of lies. So many lies, so little time to waste refuting them.

Here is one simple fact: on March 28, Sopris (an investor group seeking to buy Allied; Allied management has selected Yucaipa over them) upped their Teamster offer over Yucaipa from \$35 million in concessions to \$30 million per year. Over three years that's \$15 million. Doesn't that mean our union has leverage to bargain with Yucaipa? But the IBT leadership refuses to bargain with them. They are too much in love to bargain. And too

busy spreading lies to Teamster members.

Their lies are a distraction from the real issues. Allied Teamsters—those voting No and those voting Yes—care very deeply about their future. James Hoffa and Fred Zuckerman are the “outsiders” here. Their fat salaries are not in jeopardy.

The IBT PR man who writes their crap is Richard Leebove. He's an employer who was banned from an IBT election by the Election Officer for handing over a \$167,000 employer contribution to Hoffa. Now there's an outsider!

Whatever the concession vote outcome on April 16, the International Union will need a plan to save our national contract. If the Teamster leadership would stop attacks on members and start providing real leadership, they would get more respect from all Teamsters.

Teamsters for a Democratic Union

Our name says it. TDU members want a strong, democratic Teamsters Union, and work together to make it happen.

TDU has supported those Allied Teamsters who want to save the national contract.

TDU won in court—against the Hoffa administration—the right of Allied Teamsters to have pro and con observers of the vote. TDU members are working now to make that right meaningful.

If you want to help build a strong, democratic union, please do your small part. Join TDU today. It's easy, it's confidential, and you will be part of making a better future for all Teamsters.



TDU Wins Observer Rights

TDU attorney Barbara Harvey went to court and won the right for carhaul Teamsters to have independent observers at contract votes.

Teamster members won this right after proving that officials falsified the 2003 contract vote, at least for the Michigan office supplement.

Allied Teamsters are working together to protect their right to a fair vote and meaningful observer rights.

“Teamster members can make a difference in our union. We challenged the vote count on the last carhaul contract and won in court the right to observe future votes, for all carhaulers, not just Allied. I'm proud we made that happen, because it's about our future. I've been a member for 36 years. We've fought many battles in that time and I don't feel we should go backwards.”

Ava Miller

**Local 332, Allied Automotive Group
Flint, Mich.**

Carhaul in Selkirk, N.Y.

PTS Using Nonunion Drivers

Leaseway drivers got a shock in March when they pulled into the Selkirk, N.Y. yard and found nonunion trip leasers doing Leaseway's work, picking loads right off the Leaseway dispatch board.

Leaseway recently got the work when a nonunion outfit went out of business. They claim they couldn't get union drivers to do the work. Now that's an excuse that could really become popular with

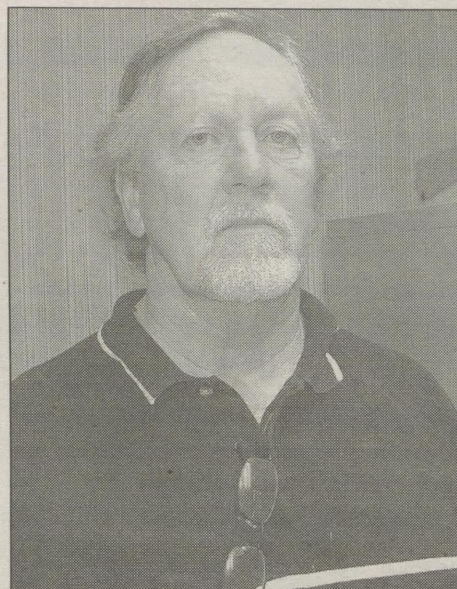
employers, if it lets them use nonunion labor to do Teamster work.

A Leaseway driver angrily told us, “Ask [IBT carhaul director] Zuckerman what part of the contract allows this? That part ain't been written yet.”

It's only about 15 drivers. But cancers start small and tend to spread.

Local 294 and the IBT Carhaul Division should put a stop to this cancer before it spreads.

“Ask Zuckerman what part of the contract allows this?”



Stand Strong and United

“We don't have to accept more givebacks without a fight. Allied Teamsters need to vote ‘No’ and stand with the rest of the membership in maintaining our contract.”

“The car companies need to move hundreds of thousands of vehicles and they can't do it without Teamster carhaulers. Stand strong, stand together. It's as simple as that.”

Gary Burch

**Local 604, Jack Cooper
St. Louis**

Single Payer Bill Passes First Hurdle in State Legislature

Connecticut Teamsters Organize for Healthcare Reform

Healthcare costs are skyrocketing, putting union members on the defensive at the bargaining table. Local 559 Teamsters are doing something about it by joining forces with labor and community allies to fight for affordable, universal healthcare in Connecticut.

They won an important victory last month when the State Legislature's Insurance and Real Estate Committee approved a bill for single payer healthcare.

The vote surprised both supporters and opponents of healthcare reform. Connecticut is the home base of many powerful insurance companies that oppose healthcare reform because it would threaten their mega-profits.

"Part of the credit for this victory goes to union members and others who were out in the field building public pressure," says Dan Durso, a Local 559 Teamster who is working as a full-time coordinator of Labor for Universal Healthcare. "We've won an important battle but the war goes on."

Local 559 recently was awarded a grant from the Connecticut-based Universal Healthcare Foundation. Overnight, Durso went from delivering oil for Automatic TLC to organizing public forums to lobby influential legislators.

Before the critical committee vote, Durso helped mobilize Teamsters, other union members and community supporters to tell legislators their "healthcare horror stories" and hear presentations from doctors and professors about how Connecticut could save money and provide better healthcare through a single payer system. The forums were standing room only.

Rallies are scheduled for May 5 to continue building the public pressure that will be needed to pass healthcare reform through the legislature as a whole.

"We need to get some sort of affordable insurance for everybody," says Dave Basque, a Local 559 Teamster who attended a public forum. "I'm lucky to have good healthcare but I've been on both sides of the fence. And I have



Teamsters in Connecticut, like this Local 1150 striker at Sikorsky, have faced tough battles against employers demanding healthcare concessions.

friends who don't have health coverage and only go to the emergency room. That drives up the cost for everybody.

"Every American has the right to affordable healthcare insurance," Basque said. "We're paying for it now—universal coverage would cost less than what we're paying now if we do it right."

Labor Pays Rising Cost

"We've had a lot of big fights over healthcare here in Connecticut—including

ing strikes at Coke and Sikorsky Aircraft. Employers are trying to push healthcare costs on to employees," Durso said. "A single payer system would remove a contentious issue from the bargaining table."

A single payer system, Durso explains, would cut out the middle man like HMO's that make huge profits that drive up healthcare costs. Instead, the State of Connecticut would create a single agency that would process and pay medical bills.

"Single payer would remove the excessive profits and administrative costs from the system," Durso says, lowering healthcare costs and making healthcare universal and affordable.

"Unions could still bargain for supplemental benefits," Durso says.

The 2006 Teamster Convention unanimously passed a resolution in favor of universal healthcare. Now it's our job to organize and make it happen.

Teamsters interested in more information can contact Dan Durso at Teamsters Local 559 at (860) 528-9461 ext. 14.

Officials Diverted H&W Money to Pension Fund

Local 814 Movers Smacked with Healthcare Cuts

Commercial movers from Teamster Local 814 in New York City have been hit with healthcare cuts—following a concessionary contract that diverted millions of dollars in contributions from their health and welfare fund into their pension plan.

Under the terms of the 2005 contract, the \$3.96 per hour contribution that was supposed to go into members' health and welfare fund went into the Pension Fund instead.

Poison Pill

"We said at the time that we were robbing Peter to pay Paul and that if we did not defeat these concessions we were going to be hit with healthcare cuts," said

Local 814 Teamster Eddie Freyta. "Unfortunately, we were right."

"Teamsters everywhere need to be on the lookout for this false fix to pension problems. It's a poison pill," Freyta said.

The cuts hiked members' annual deductible and increased co-pays by more than double. Members will also be charged \$100 for every emergency room visit

Employers have reportedly agreed to increase their contributions to the Health and Welfare Fund by \$1.04 an hour. But Local 814 officials were unable to tell members if that increase was temporary or permanent.

For years, New York City moving companies shortchanged the Local 814

pension fund. They created tiers of casuals without benefits. They ignored contract language that required them to hire a certain ratio of casual employees ("industry men") who receive contributions. They opened up nonunion operations.

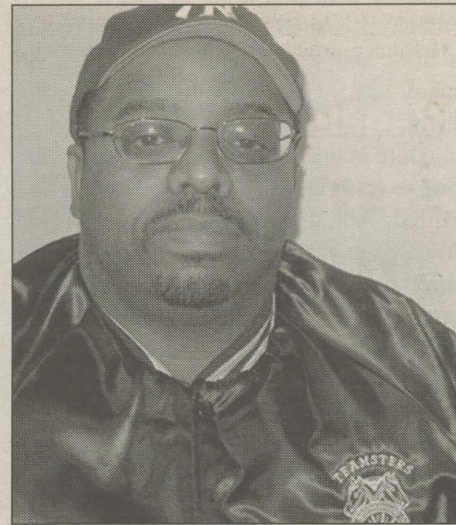
Funds Diverted

Local 814 officials failed to crack down on these schemes. The employers profited by not paying pension contributions. After the stock market fell following September 11th, the pension fund faced a shortfall of tens of millions of dollars.

That's when employers and Local 814 officials negotiated a deal to divert members' health and welfare and annuity contributions into the pension fund to make up for the shortfall.

Members initially voted down the deal after a campaign by a rank-and-file committee Members for a Strong Contract. But the givebacks were ultimately ratified after a twenty day strike in which officials offered no plan to win.

"It was incredibly reckless what they did—and now members are paying the price," said Walter Taylor, one of the movers who led the rank-and-file campaign to reject the contract. "We need to rebuild our local's power—start to enforce our contracts, stand up to the employers, and organize the nonunion competition. Otherwise the cycle of givebacks is just going to continue."



'It Was Incredibly Reckless'

"It was incredibly reckless what they did—and now members are paying the price. We need to rebuild our local's power—start to enforce our contracts, stand up to the employers, and organize the nonunion competition. Otherwise the cycle of givebacks is just going to continue."

Walter Taylor
Local 814, Mover
New York

Teamsters for a Democratic Union - Mozilla Firefox

File Edit View History Bookmarks Tools Help

http://tdu.org

TEAMSTERS
For a Democratic Union

Check out TDU's new website:
www.tdu.org

TDU Launches New Pension Rights and Benefits Improvement Program

Local 82 Votes to Keep Democratic Rights

March 21, 2007: When's the last time that half of the members of your local union attended a

Teamsters in Chicago Want to Elect Bargainers

March 23, 2007: On March 21, it was no normal monthly meeting at Chicago Local 726. The hall was packed with

Teamster Showdown

It's Our Future

GET ADVICE

In West, Pension Trust Is 100% Funded but Members Still Face Cuts

Money There to Restore Our Pensions in the West

Assets at the Western Conference of Teamsters (WCT) Pension Trust now top \$29 billion and the trust is 100 percent fully funded. But hundreds of thousands of Teamsters covered by the plan are still facing a nearly 40 percent cut in their pension multiplier. Why? And when will our pensions be fully restored?

The already-flush WCT Pension Trust is headed for another major influx of cash. In the next UPS contract, the company will very likely increase its pension contributions by a minimum of \$2.40 an hour, assuming a five-year agreement.

That minimum figure is the result of a new Central States Pension Fund regulation that requires an eight percent increase in pension contributions every year just to stay in the fund.

Teamsters Losing \$500/Month and Counting

Benefit contributions are negotiated nationally, so the Western Fund will likely get at least this amount also. That means contribution increases starting at a minimum of 40¢ per hour the first year and reaching at least 60¢ by the fifth year if the contract. That's compared to just

35¢ an hour increases in the last contract.

In 2003, Teamster trustees, including General Executive Board members Randy Cammack, Al Hobart, Chuck Mack and Jim Santangelo, voted with employers to drastically slash the pension multiplier by more than half, to 1.2 percent, down from 2.65 percent.

These cuts have already reduced the pension check of UPS and Freight Teamsters by \$500 a month for the rest of their retirement.

Trustees to the Western Fund voted to slightly raise the multiplier to 1.65 percent last October. But this rate still represents a 38 percent cut over the historic minimum rate of 2.2 percent.

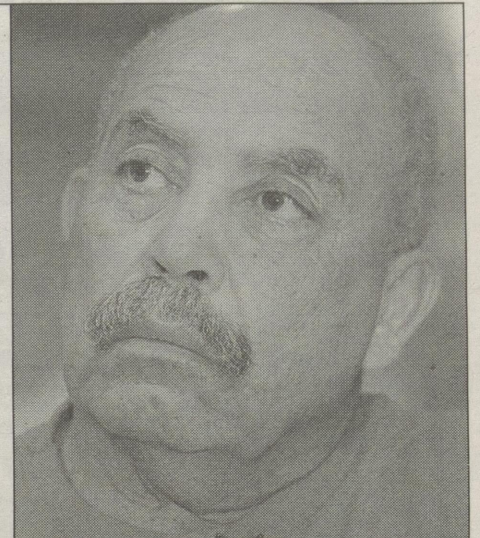
The typical Western Teamster will lose another \$100 per month off of their monthly pension check for every year the current cut remains in place.

Now Is the Time

The bad news for our pensions is good news for the employers. Our fund's website features an announcement to participating employers that 100 percent funding means that they can withdraw their companies from the pension plan without

"I lost \$500 a month from every pension check because of these unnecessary cuts. How do they justify that? Our trustees need to be accountable to the members. Teamsters need to stand up and demand that pensions in the West be fully restored."

Dudley Stewart
Retired UPS Teamster
President, Local 87
Bakersfield, Calif.



having to pay any liability.

Working Teamsters get continued pension cuts. But a company that wants to bust out of our union's largest pension plan can do so without paying a dime. What is wrong with this picture?

When the trustees slashed the pensions in 2003, they claimed it was because the stock market dip had caused the funding level to drop. The WCT pension trust was never less than 80 percent funded and thousands of Teamsters signed petitions saying the cuts were

unnecessary.

Now there is nothing to debate. With the trust 100 percent funded and more cash on the way, the money is there to fully restore pensions in the West before working Teamsters lose another dime.

This issue affects the pocket-book of every Teamster. As long as employers can maintain pension cuts in the WCT Pension Trust, then Teamster members will find it that much harder to win pension increases in other benefit funds.

Pension Rights and Improvement Program:

Arming Teamsters with Information to Fight for Our Pensions

The 2008 UPS and Freight contracts are our chance to win the contributions we need to protect and increase our benefits.

To succeed, we need to understand the challenges we face and put together a plan that can win the pension protections and improvements we need.

That's why Teamsters for a Democratic Union is launching a Pension Rights and Benefits Improvement Program. We will bring together members, Teamster pension activists, and benefit experts in a series of educational workshops and planning meetings to talk about:

- ▶ What's at Stake in UPS and Freight Bargaining—and What Can Be Won
- ▶ How the Pension Protection Act Will Affect Our Benefit Funds
- ▶ What Working Teamsters Can Do To Protect and Improve Our Pensions

Every Teamster benefit fund has been affected differently by the attack on our retirement security.

Teamsters in the Central States, for example, face specific challenges based on new policies adopted by the fund after the 2003 cuts and the agreement trustees made last year with the IRS. Other funds face different issues.

Hold a Workshop

Each workshop will address the particular issues affecting your pension fund—the challenges that apply as well as the opportunities to win improvements.

Now is the time to act. The next UPS and freight contracts will determine the future of our Teamster benefits for years to come.

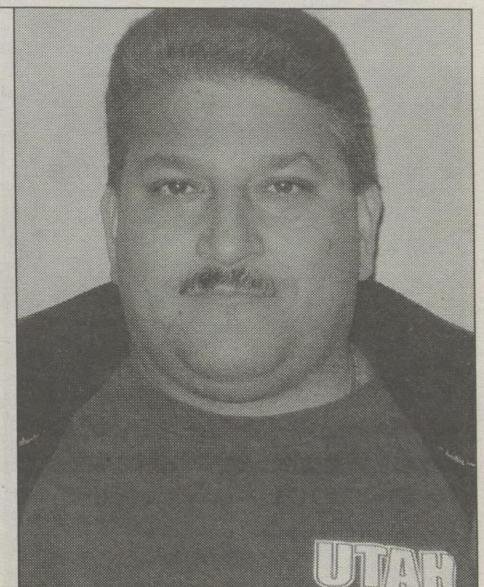
Get informed. Know your rights. And get involved. Your participation now can make the difference.



TDU is bringing together Teamster members and pension experts to talk about what working Teamsters can do to protect our benefits.

"I attended a pension workshop as part of the *Make UPS Deliver* campaign. We got a lot of useful information about the ins and outs of our pension fund and what it will take to defeat the cuts here in Local 804. UPS makes big profits off of our blood and sweat. These pension cuts didn't have to happen. We're going to fight not just to restore the cuts—but to improve our benefits."

Steve Auz
Local 804, UPS
New York



What Will it Take to Restore Benefits?

Central States Fund Expands to \$21 Billion



UPS Teamsters in the Central States

United to Win Strong Pensions

UPSers work hard and we deserve strong pensions, not cuts. We will not vote to approve any new contract unless it makes good on the broken promise of the "Best Contract Ever" to deliver retirement security for all Teamsters at UPS.

- ✓ Immediately restore affordable retiree healthcare
- ✓ Give Central States Teamsters a timetable for full restoration of the 2003 pension cuts
- ✓ Inform members in writing what our benefits will be before we vote on any contract
- ✓ Include part-timers in our pension fund to improve benefits for full and part-timers alike
- ✓ Reasonable reemployment rules adopted by the Central States Fund

NAME—PLEASE PRINT

SIGNATURE

EMAIL/PHONE

Fax completed petitions toll-free to: 1-866-860-9331

For more information, contact us at www.MakeUPSDeliver.org

Rank-and-file Teamsters working together to win the contract and pensions we deserve.

UPS Teamsters have started a petition drive to stand up for our benefits. Members can download the petition at MakeUPSDeliver.org.

The Central States Pension Fund ended 2006 with a \$1.4 billion gain in assets, reaching \$20.7 billion—up from just \$15 billion a few years ago. The fund projects that by the end of 2007, assets will be up to \$21.2 billion, with expected investment returns. With better returns, the Fund projects that they will surpass \$22 billion.

These figures are in the fund's Financial and Analytical Reports obtained by TDU in February 2007.

This big gain in assets at Central States shows the impact of benefit accrual cuts imposed on members, and diversion of money from health and welfare to the pension fund for the third year in a row.

In addition, 2006 was a good year for investors, with the Fund's investments earning 14.5 percent.

What Will it Take To Restore Benefits?

Last fall, UPS chief negotiator Ken Hall met with representatives from the Central States and other Teamster funds to get briefed on what it will take to protect and improve our benefits over the life of the UPS contract. The same figures will apply to the 2008 National Master Freight Agreement.

To date, that information has been kept secret from the members.

In December, the fund informed all Locals that all new contracts negotiated must contain eight percent annual increases in pension contributions, or those members will be kicked out of fund participation.

This mean that in the UPS contract there must be pension contributions of at least 40¢ per hour the first year, then 50¢, and

then 60¢ by the fifth year if the contract is that long. These are minimums required to stay in the fund, not to restore benefit cuts.

Members Launch Petition for Retirement Security

The new rule means that UPS and freight employers will pay record contributions in the 2008 contracts. But so far only top officials at the IBT and Central States (and management) know how much we need to bargain to improve our benefits.

Some Central States Teamsters at UPS have started a petition drive to demand this information and to stand up for our benefits.

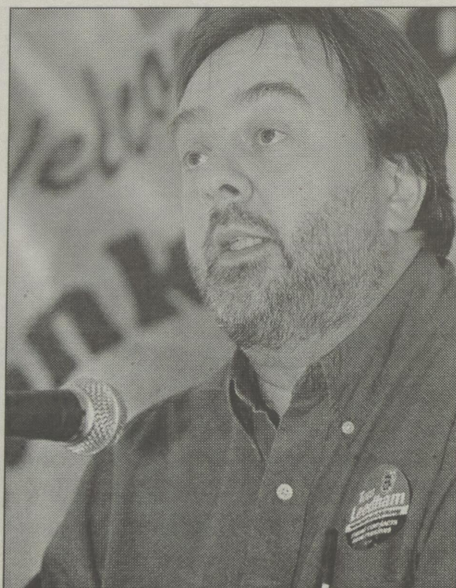
The "United to Win Strong Pensions" petition states, "UPSers work hard and we deserve strong pensions, not cuts. We will not vote to approve any contract unless it delivers the retirement security we were promised in 2002."

The petition puts forward a program that Central States Teamsters can unite around:

- ▶ Immediately restore affordable retiree healthcare
- ▶ Give Central States Teamsters a timetable for full restoration of the 2003 pension cuts
- ▶ Inform members in writing what our benefits will be before we vote on any contract
- ▶ Include part-timers in our pension fund to improve benefits for full and part-timers alike
- ▶ Reasonable reemployment rules adopted by the Central States Pension Fund

For more information, visit www.MakeUPSDeliver.org or contact Teamsters for a Democratic Union.

Rebuild Teamster Power in Freight



"We've got to get moving now on our next contract. We've got to start asking the tough questions and pushing for stronger standards and better benefits. And we have to build a network of Teamsters who are committed to winning a strong contract that protects our standards and improves our benefits."

Jimmy Rickert
Local 429, Roadway
Reading, Penn.

Negotiations for the National Master Freight Agreement will start by the end of this year.

Teamster members in freight are putting together a network to make sure we get an agreement that protects our standards in freight.

To get email updates, go to www.tdu.org/freight

Get It Straight at UPS Freight

Freight Teamsters won't get to vote on the contract at UPS freight, but it will set the stage for our negotiations. Order stickers and tell the IBT to "Get It Straight at UPS Freight." Order online at www.tdu.org or call (313) 842-2600.

Get It Straight at UPS Freight

Organize Nationwide
NMFA Standards
Teamster Pension



www.tdu.org

UPS Teamsters in Action Can Win a Strong Contract

Our Teamster negotiators have exchanged proposals on language and economics with UPS. Now it's time for them to exchange information with the members.

Our negotiators and UPS suspended further national bargaining until May after swapping proposals on wages, pensions and benefits. Bargaining over local supplements and riders will be held throughout the month of April.

UPS has dug in on critical language issues, and the toughest part of negotiations still lies ahead. The challenge is not just to win record increases in benefit contributions—but to win enough to reverse the benefit cuts imposed on us under the “Best Contract Ever.”

To win the language and benefit gains we need, our negotiators need to end the “Brown Out” and tell us where we stand on the critical issues after more than six months of negotiations. And our union needs to begin uniting Teamster members to show the company we are serious about winning a strong contract and benefit improvements.

Involved Members Build Our Bargaining Power

In 1997, we won labor's biggest victory in 25 years. Teamsters were kept regularly informed with bulletins that got into the specifics of contract demands. We didn't just get told when the next bargaining sessions were being held.

The International Union organized a mobilization campaign that united the membership and won overwhelming support for our union's bargaining demands.

Drivers Demand Snow Plan

by Michael Savwoir
Local 41, UPS
Kansas City, Mo.



After a late-winter blizzard pounded the Midwest, Feeder Drivers in the Kansas City area are asking UPS management to institute an emergency road plan for winter weather conditions. Road drivers are fed-up with a policy that intimidates and coerces operations in impossible or hazardous winter storm conditions.

UPS drivers are routinely forced into winter storms, even blizzard conditions, under threat of firing (for job abandonment). Then, if there is an accident, the driver could be fired as well. You're “damned if ya’ do and damned if ya’ don’t”! We call for a policy to protect the safety of our employees as well as the

Ten years later, UPS Teamsters are being kept in the dark. And the IBT has taken no action to build public support around key issues, like retirement security, that resonate with all working families. Why aren't we applying the lessons of the 1997 victory?

Management needs to see that members are informed and involved and ready to take action if we have to.

Six months into the 2002 negotiations, our union had already held more than 50 rallies plus a nationwide truck caravan. Early bargaining on the 2008 contract has now lasted longer than the entire 2002 negotiations—and the IBT has not sponsored a single rally, petition, sticker day or unity-building activity of any kind.

Help Make UPS Deliver

Concerned Teamsters at UPS are working together to win the contract we deserve. Through the *Make UPS Deliver* website and campaign, we are building a network to share information and build rank-and-file unity.

UPS management is under pressure from stockholders and shippers to reach an early agreement. That gives our union leverage, but only if UPS sees that members are prepared to stand up for the contract we deserve.

We are all going to have to live with the results of the 2008 agreement. Invest some time in your future. Contact www.MakeUPSDeliver.org or call TDU. Get involved with our rank-and-file network. Together, we can send UPS and Hoffa the message that we won't settle short again.

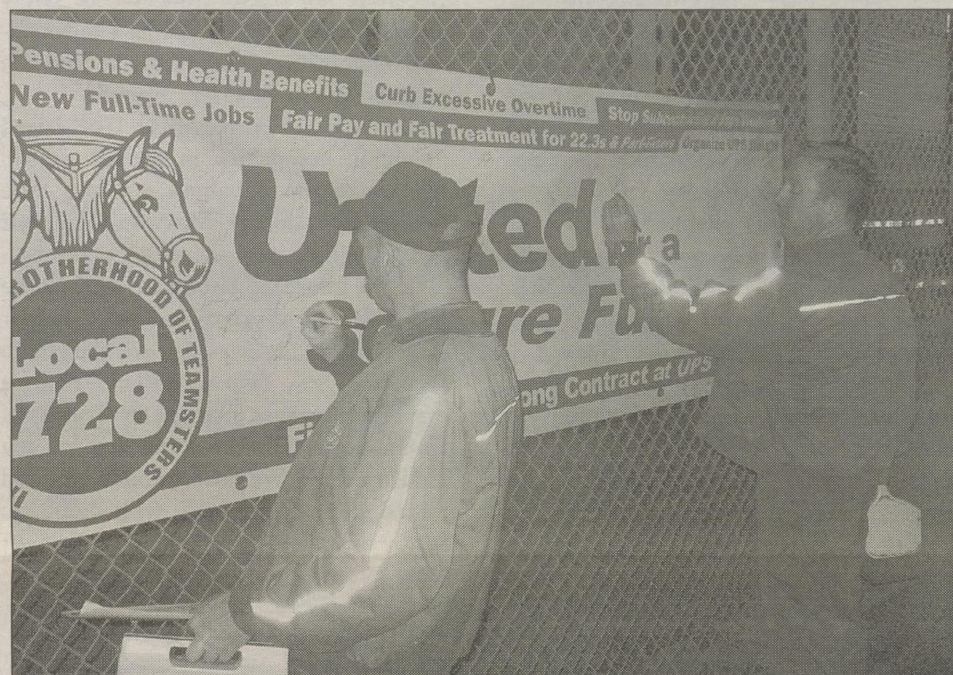
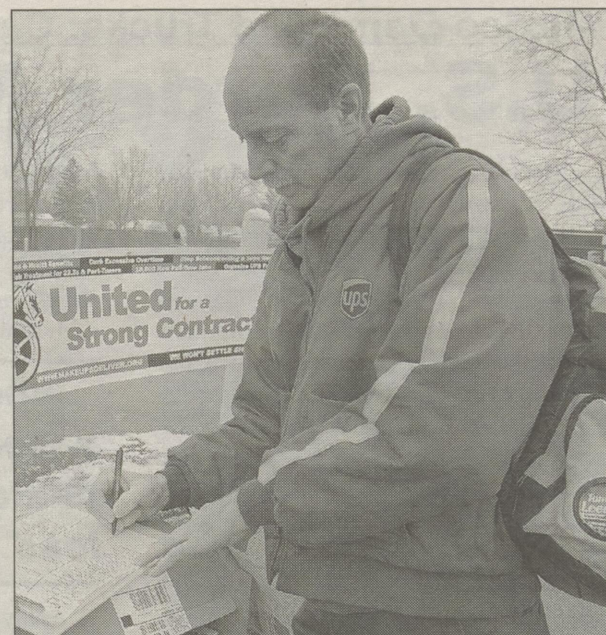
motoring public.

Emergency plans for building operations, i.e. fire, tornado, earthquake, etc. are an acceptable and necessary requirement (OSHA-mandated) of business operations. Why should we who work our nation's highways accept anything less?

We're asking for a reasonable policy that gives discretion to drivers to pull off the road in dangerous conditions. Presently drivers have to rely on outside help (such as Paul Taylor of the Truckers Justice Center, and TDU), or collective self-help (if many drivers refuse to operate in unsafe conditions, they are a lot more protected). UPS has professional drivers; they should treat them accordingly when it comes to highway safety in dangerous conditions.

To get a copy of Paul Taylor's article on your rights in snowy weather, contact TDU: (313) 842-2600 or info@tdu.org.

Pontiac, Mich.: A UPS Teamster signs up to get email updates from **Make UPS Deliver**. UPSers are building a nationwide, rank-and-file network to share information and unite for a strong contract. Sign up for updates and find out how you can help build the campaign at www.MakeUPSDeliver.org



Atlanta: Teamsters at a UPS gate sign a Local 728 banner to show they're “United for a Secure Future.” Our International Union could increase our bargaining power by informing and involving members in a nationally coordinated campaign.

Three Demands That Can Help Defeat the Cuts

UPS's \$4 billion profits and new pension fund rules mean the company will pay record contributions toward our benefits in the 2008 contract.

But our union has other bargaining demands that are just as critical if we're going to beat the pension cuts and win better benefits.

Include All UPS Part-Timers in Teamster Pension Funds

Part-timers are already included in Teamster plans, including two of our strongest funds, the West and Upstate New York. Now our negotiating committee is demanding that ALL part-timers be included in Teamster funds.

This will put tens of thousands of younger Teamsters into our pension plans and add hundreds of millions of dollars in contributions every year. Contributions made for part-timers who leave before they are vested will go to help other Teamsters, not to fatten the company's bottom line.

This change would also mean higher benefits for part-timers who stay on at UPS and go full time because their part time years will be worth much more—instead of the low reciprocal benefit they currently get.

Put UPS Freight Employees in Teamster Pension Plans

UPS employs around 15,000 nonunion drivers and dock workers at UPS Freight.

Unionizing these workers nationwide and bringing them into Teamster benefit plans would add some \$180 million in pension contributions to our funds every year.

15,000 Full-Time Jobs

Every full-time job at UPS means more contributions and stronger pension funds. We need to create 3,000 full-time jobs a year in this contract, to strengthen our pension plans and bring full time opportunities to all UPSers.

Mexico-Domiciled Trucks: Can Solidarity Deal with Long-Term Issues?

U.S. Border May Open to Mexican Trucks

Mexican truckers may not be running U.S. highways in greater numbers any time soon. Funding for the Department of Transportation pilot program that would monitor this traffic was delayed by a vote in the Senate Appropriations Committee. The IBT claimed victory after a major lobbying effort to scuttle the program.

The Bush administration decision to open up limited cross-border truck traffic raised concerns over drivers with lesser qualifications and potentially unsafe equipment, and the possibility of lowering the wage level in the United States. Teamsters should be concerned, especially about the long-term implications.

Short-Term and Long-Term Issues

First, this is primarily about U.S. corporations opening up shop in Mexico. In fact, Mexican truck companies are skeptical of the border opening, because they see U.S. truckload companies, such as Celadon, opening up south of the border to run cross-border freight into the U.S. Some U.S. companies already have 49 percent ownership in Mexican fleets.

Second, this is, at least for now, about truckload freight—highly nonunionized and something the IBT gave up on decades ago. Truckload drivers are already a highly exploited group.

Third, this opening only applies to

international freight. Once delivery is made in the U.S., the Mexican-domiciled driver cannot pick up and deliver within the U.S. Analysts expect, at least in the short term, traffic will be near the border, such as to Dallas and Phoenix.

Who benefits? U.S. based nonunion companies in the truck-load sector.

Analysts assert most current Mexican fleets are not ready to meet U.S. safety and environmental standards. The watchdog organization Public Citizen filed suit in early March on safety grounds.

So who really benefits? U.S. based nonunion companies in the TL sector. Instead of paying about 40¢ per mile (including benefits), Mexican-domiciled drivers will be paid about half that rate.

In the future the largest carriers will be interested in an expanded cross-border program, and that is where we need to be focused. UPS, FedEx, YRC, DHL are making long-term plans. Our Teamsters Union needs to think long run, as the industry does. We need to build ties and joint organizing programs with legitimate Mexican unions and organizations to build international solidarity.

Teamster Corporate Campaign Pressures Coke

Coca-Cola has been stepping on Teamsters' rights—attacking members' healthcare and pensions and threatening to eliminate union jobs. Now our union is stepping up a corporate campaign against Coke.

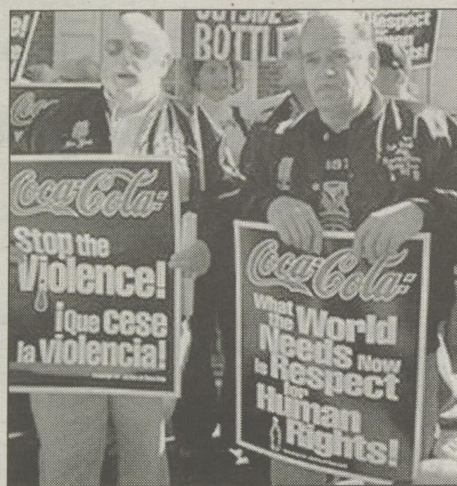
Teamsters have rallied at NCAA Men's Basketball Tournament games through the March Madness playoffs to pressure the NCAA to drop Coke as an advertising partner. Teamsters have leafleted fans to inform them about Coca-Cola's labor, environmental, and human rights violations here and abroad.

Examples include:

- ▶ Coke's possible contamination of water and farmland in India;
- ▶ A current lawsuit that alleges the company allows death squads to murder pro-union employees in Colombia;
- ▶ The record-breaking \$192 million Coke paid to settle a case involving widespread racial discrimination.

In Southern California, Coca-Cola Enterprises is threatening to go nonunion at its new distribution facility in Oceanside.

The company is refusing to let long-time Teamster employees transfer to the



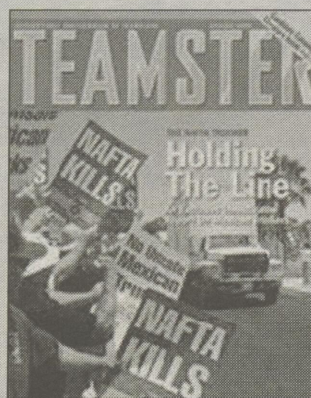
The real thing: Coke is stepping on Teamster rights, and members are fighting back.

new facility and is forcing them to reapply for their own jobs.

As *Convoy* goes to press, Teamsters are gearing up for a demonstration in New York's Times Square on April 2.

The Teamster Brewery and Soft Drink Conference has reportedly talked with local unions about possible coordinated strike action.

We urge all Teamsters to be prepared to lend solidarity and support to build Teamster action to win at Coca-Cola.



Find Out More

Public Citizen

www.citizen.org/trade

Wall Street Insider Analyst Report:

www.tdu.org/TLMexicoborder

Teamster Updates:

www.teamster.org

Take Action

Write Your Rep in Congress:

www.teamsterstakeaction.org/campaign/safe_trucks

Ask the Teamster Troublemaker

Will the Red Zone Ruin My Retirement?

This October, I am eligible for a 30 and out pension at age 54. But with the new pension law on the books I don't know what to do. I've heard that if my fund goes into the Red Zone next year, they can cut my benefits after I'm already retired. I can't afford to retire on less than my full benefit. Do I have to keep working to hedge my bets or what?

29 and Almost Out

Dear 29,

The Pension Protection Act doesn't go into effect until next year but already it is creating a lot of confusion—especially the Red Zone Amendment.

In your case, the good news is there is no bad news.

As initially drafted, the Red Zone Amendment would have allowed funds in the Red Zone to cut the benefits of Teamsters who had been retired for less than a year. That would have left folks like you in limbo—worried about retiring and then having your pension cut.

Teamsters for a Democratic Union organized multiple lobby days to try to defeat the Red Zone in its entirety. We failed—but we defeated the provision that would allow funds to cut retirees' benefits.

That means if you make it to your October retirement date (and here's hoping) then you can take your "early retirement" pension without having to worry about getting hit by cuts after you retire.

On the other hand, if you keep working into 2008 and your pension fund falls into the Red Zone, then it is possible that the plan could eliminate 25-and-out and 30-and-out benefits and then you'll either have to take a reduced pension or keep

working until you reach "normal retirement age."

Fortunately, we don't expect any major Teamster funds to fall into the Red Zone next year. Teamsters with specific questions about their pension plans should contact their pension fund or TDU to get individual advice.

Can I Solicit Grievances?

I'm a new steward at UPS. I've been encouraging members to file grievances against excessive overtime and supervisors working. My supervisor told me that I need to watch my step because I am not allowed to "solicit grievances." Am I doing something wrong?

Troublemaker in Training

Dear Troublemaker,

It's your supervisor that's wrong. There is no prohibition against "soliciting grievances."

Encouraging members to enforce their rights is "protected concerted activity" under the National Labor Relations Act. The Troublemaker's motto is: "Soliciting grievances: that's the job of a steward!"

A supervisor who threatens a steward with discipline for doing his or her job, including "soliciting grievances," has made an illegal threat and committed an unfair labor practice. In that event, you or your local union can file a charge with the NLRB.

Your supervisor's comment falls in a gray area that makes him a bonehead or a sneak—but not necessarily a lawbreaker.

You should continue encouraging your Teamster brothers and sisters to file grievances to enforce the contract. If your supervisor makes another comment, you should let him know that he's out of line, and you're prepared to file an unfair labor practice charge if it continues.

Ask The Teamster Troublemaker



Massive Turnout in Boston

Local 82 Teamsters Vote to Keep Democratic Rights

When's the last time that half of the members of your local union attended a general membership meeting?

That's what happened in Boston Local 82 when more than 300 Teamsters turned out, on St. Patrick's Day no less, to vote on a series of proposals that would strip them of democratic rights they won just one year ago.

Each one of the proposals went down in defeat.

"The members stood up for their rights and democracy ruled the day," said Kevin McNiff, a Local 82 steward.

Local 82 members work in the Boston Trade Show and Commercial Moving industries. A year ago, they voted to amend their local union bylaws to expand members' rights.

Unhappy with the reforms, Secretary-Treasurer and IBT Trade Show Director John Perry backed a series of new amendments that would strip members' of many of the rights they won last year including:

- ▶ The right to elect all shop stewards

- ▶ The right to an informed vote on contracts, including the chance to review all proposed contract changes in writing before any vote

- ▶ The right to a membership vote to approve proposed officers' salaries

- ▶ The right to veto who the local executive board names as trustee to the union's benefit funds.

So for the second consecutive year, a secret ballot vote was held. Local 82 Teamsters voted by a 64 to 36 percent margin to defeat each of the Perry-backed amendments.

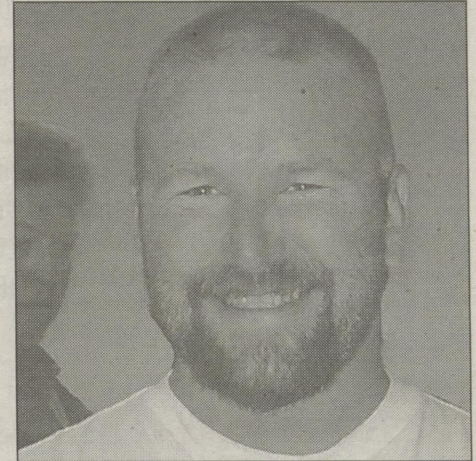
"What you saw today is that Teamsters are not willing to vote their rights away," said John Corboy, a Trade Show Teamster.

"This was the biggest union meeting I can ever remember and it was a great thing to see," said Joe Wright, a mover with Casey and Hayes. "No matter how members voted, the most important thing is that so many Teamsters were participating in the democratic process. That's what a strong union is all about."

Half of Our Local Showed Up

"What you saw today is that Teamsters are not willing to vote their rights away."

John Corboy
Trade Show Teamster
Local 82, Boston



Local 726 Members Turn Out in Record Numbers

Chicago Teamsters Want to Elect Their Bargaining Committees

On March 21, it was no normal monthly meeting at Chicago Local 726. The hall was packed with hundreds of members, with many people in the hallway. They wanted to change their local union bylaws to have the right to elect working Teamsters to their bargaining committees.

Fighting for the Future, the grassroots movement in Local 726, put forward three bylaws changes and encouraged members to attend.

The union leadership brought people too, but they couldn't match the outpouring of rank and file desire for change. So they refused to allow an honest vote.

Mario DiFoggio summed it up. "It was clear that the 'ayes' had it on the voice vote but (President) John Falzone ruled the 'nays' won. The packed room erupted. Everyone couldn't believe what was happening. They wouldn't even allow a hand vote. It was their way or no way."

John Fasso, who works for the City of Chicago Aviation Department, said, "I've been a member for over 30 years and it was the most incredible meeting I can remember. They simply wouldn't allow an honest vote. We need change in our union. We have to vote these guys out."

Mary Koglin, from the City Aviation Department agrees. "A lot of members who went in on the fence got a real wake up call seeing how this meeting was run."

Fighting for the Future has issued a leaflet thanking the members of Local 726 for coming out to take part in their union. They are putting together a team to run for office this fall, and bring a new day to Local 726 members.

Local 726 represents over 5,000 Teamsters who are all in public service, working for the city of Chicago, the county, the turnpike, the state and other public agencies.

Fighting for the future has a website: www.fightingforthefuture.com

Retirement Might Cut Income to Less than \$300K

Carroll Haynes Steps Down as Local 237 Head

Hoffa running mate Carroll Haynes stepped down as president of Local 237 on March 31. But although Haynes is losing one multiple salary, he won't need any collections from working Teamsters just yet.

Haynes is staying on as IBT Vice President and Public Employee Division Director, positions that bagged him a sweet \$111,432 in total compensation last year. Because he is 73, Haynes is also collecting multiple pensions while he works and sweetening the pot by collecting Social Security to boot.

This is on top of a more than million dollar lump sum payment that Haynes likely cashed out from the Teamster "Family Plan"—a special IBT officers' only pension.

On top of his multiple union salaries and pensions, Haynes has collected a no-show salary as a manager for the New York City Housing Authority (NYCHA) at approximately \$65,000 a year. If Haynes' resignation from Local 237 means he will give up his NYCHA salary too (and that is not clear), his annual income could fall to under \$300,000.

Still, that's not too bad for part-time work. Haynes informed *The Chief* newspaper that he'll be working in



Haynes' retirement might cut his income to less than \$300,000 a year. Haynes says he will still work "one or two days a month."

Washington "one or two days a month" and also "working from home."

"I'm not stopping cold-turkey," Haynes said.

We should hope not.

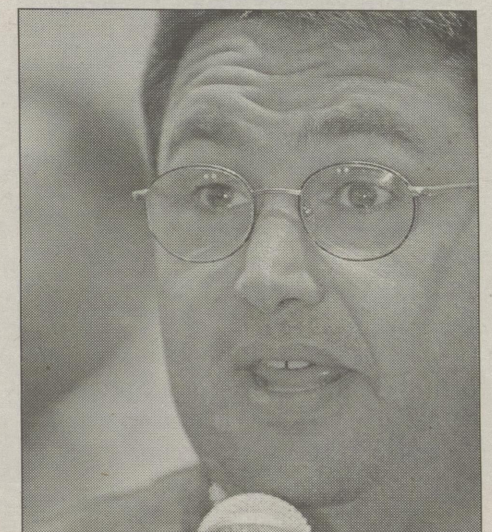
Haynes told *The Chief*, "It's nice to go out on top, not by being forced out." There's a reason this is on Haynes's mind. A reform slate led by Eunice Rodriguez almost toppled Haynes in the 2004 local election, which he won by just 470 votes out of 10,000 cast.

The local executive board will officially vote to appoint Gregory Floyd as the new Local 237 president at the end of the month.

Proud of Our Members

"It was amazing to see. Hundreds of Teamsters packed the hall, from all over our local union. They came to vote, to participate. They were shut down. But I'm a proud Teamster to see what's changing in our local."

Joe Vercillo
Local 726
City of Chicago O'Hare



New Deal Will Allow Carriers to Pass Along Health Care Costs

Agreement with Rail Carriers Protects Jobs but Eliminates COLA



Why Are We Giving Up COLA?

"We need real answers about COLA and health care. Why did the union give up COLA? We've been bargaining for three years—can't we do better than this?"

Harvey Evans
BLET Div. 724, Union Pacific
Illinois

How Do We Win Rail Labor Unity?

Canadian Trainmen May Leave UTU for Teamsters

by Ron Kaminkow
BLET Div. 51
Amtrak
Reno, Nev.



Last month's strike on the Canadian National shows why we need to have unity on the rails—and why having a democratic union is so important.

Over 2,800 trainmen, members of the United Transportation Union, went out on strike Feb. 10. They stayed out for two weeks, and their strike had a huge impact on the Canadian economy. With support from the UTU International and solidarity from other rail unions, they may have won their strike.

Unfortunately, Canadian labor law says that the engineers, who are members of the Teamsters Canada Rail Conference, had to stay on the job for the duration of the strike. If the trainmen and the engineers were members of the same union, the engineers could have legally honored the trainmen's picket line and shut down the line completely.

Even worse, the UTU International refused to support the strike, and removed the elected Canadian leadership in the middle of the fight. In hearings before the Canadian Industrial Relations Board, the UTU International sided with the company against the strikers.

After canning the local leaders, the UTU International forced a tentative deal identical to the company's last offer before the strike. We will know on April 10 if the UTU members accept or reject the deal.

With the strike called off, many members of the UTU in Canada are proposing to leave the UTU and to sign up with the Teamsters. They are collecting cards to force a certification election.

I can understand why conductors in

Canada are fed up with the UTU International. Their own International officers pulled the plug on the strike and are now trying to force through a tentative agreement which appears to be a bad deal for the membership.

But unity on the rails can't start with one union raiding another. In the past few years, the UTU tried to force a "winner-take-all" election on the Union Pacific, while the BLET led an A-card drive on the Norfolk Southern. Thankfully, both campaigns have now been called off. But they have left behind division and bitterness.

I understand why some railroaders would like to leave one union and try out another. But are we really going to win more power for railroaders that way? I don't think so.

That's why I'm working to build Railroad Operating Crafts United (ROCU). We are a group of engineers and conductors nationwide from both unions who are working together for a democratic, rank-and-file merger of the BLET and the UTU. We believe in unity from the bottom-up, a complete and total merger of equals, and a union that empowers the membership to fight against our one true adversary—the carriers.

And that's why I am also working with Teamsters for a Democratic Union. TDU has 30 years experience in the fight to further democracy and membership control of the Teamsters, which my union—the BLET—is now affiliated.

Either way the certification fight winds up in Canada, the trainmen up there have my support. Now's the time for rank-and-file conductors and engineers to put the past behind us and to start working together to put our unions on the right track.

After three years of working without a national contract, the BLET announced a deal with the National Carriers' Conference on March 5. The new deal eliminates COLA and allows the carriers to pass along health care costs to Teamster engineers.

The BLET has not released the full proposed agreement—only a two-page summary.

Here's what we know so far:

Wages: Engineers will get a 3 percent wage increase when the deal goes into effect on July 1. That's on top of a 5.5 percent retroactive wage increase for 2005 and 2006. Wages will go up 4 percent in 2008, and 4.5 percent in 2009.

COLA: The new deal eliminates the cost-of-living adjustments completely.

Health and welfare: Co-pays go up from \$15 to \$20 for family doctor visits and from \$15 to \$35 for specialists. Engineers will pay 15 percent of their monthly health-care premiums, up from 14.2 percent. The carriers will adjust these premiums each January of the agreement.

Single-crew operation squashed: The carriers withdrew their requests for single-crew operation and other work

rule changes.

"Cost of living—that's the real sleeper issue," said Ed Michael, an engineer on the Union Pacific. "If inflation stays low, we won't feel it too bad. But if anything goes wrong, it's going to eat our lunch."

The new contract also fails to control health care costs, a big issue for engineers. In 2006, the average cost of employer health care premiums increased by 7.7 percent—double the rate of inflation. Under the old contract, engineers went from paying \$100 a month in 2004 to \$148 a month this year.

Under the new contract, the carriers will pass along 15 percent of their total health care cost to employees, and they can raise their rates each January. The contract caps the amount at \$200, but only in 2010. There are no other caps. And the rate can go above \$200 if the rates in 2009 are higher than that amount.

"Most engineers won't find out the details of this contract until they get their ratification ballots," said Harvey Evans of BLET Division 724. "But we need real answers about COLA and health care. Why did the union give up COLA? We've been bargaining for three years—can't we do better than this?"

GCC: Whose Vote Counts?

Board Nixes Vote, Blocks Local Merger

It can be hard for small locals to survive these days—especially when we are going up against big multinational corporations.

But when two small GCC locals with the same employer tried to merge, the GCC national leadership stood in the way and instead sent some of the members into an entirely different local—even though the membership of both locals and the GCC National Convention voted to approve their merger.

It started in September 2005 when the members of two small Denver locals, 440-M and 22-N, voted to merge. Both locals represent members at the *Denver Post*.

Instead of allowing the merger, the GCC General Board decided to transfer 440-M members into a third local, part of GCC District Council 2.

District Council 2 has been gobbling up smaller GCC locals across the western half of the United States. By the end of 2005, the last time reports were available, DC 2 reported a membership of nearly 9,000 members.

District Council 2 has multiple seats on the GCC General Board. Five DC 2

officers were in the \$100,000 Club last year. The officers of Local 440-M are working members.

Last June, 440-M appealed to the GCC Convention. That body—the supreme authority of the GCC—rejected the General Board's decision. The Convention voted by a 2-1 margin to let the members of the two independent locals merge.

Unfortunately, the story does not end there. This March, the General Board imposed a new administrative transfer. The Board moved about half of 440-M's members and put them into DC 2 again—the very move the Convention, the GCC's highest body, rejected.

The Board allowed the rest of 440-M to join 22-N.

When the GCC Board is willing to ignore a membership vote and a Convention vote, these administrative transfers put all small locals at risk of losing members.

Is it a coincidence that the General Board waited until after the IBT election to pull this trick? GCC national elections are next year. Now is the time to find out how candidates stand on local mergers.

Building the Reform Movement in Your Local

Strong Leadership Needed to Win Local Union Elections

In 2004, Richard Berg said some activists had doubts about running for office in Chicago Local 743. With over 12,000 members, running for Local 743 office is a big task to take on.

Then, six weeks before nominations, Local 743 members at Silver Capital went out on a wildcat strike. Members of the 743 New Leadership Slate, the reform team, went down to the picket line.

Almost all of the strikers were immigrants from Mexico. "The business agent for the shop, who was also the vice president of the local, came out and told the members that if they didn't go back to work, he would call immigration on them," Berg explained.

"The New Leadership Slate had to act," said Berg. "We put Marcela Garcia, the leader of the strike, on our slate to run against the vice president. Wherever she went, she told the story of how our local leadership tried to deport its own members."

Richard Berg narrowly won the election.

But the local officials pulled a trick. They stopped the count, with Berg ahead, and ordered a re-run, which they blatantly stole. The U.S. Department of Labor has taken them to court for that, and will likely be supervising an election in Local 743.

You Have to Lead

"The 2004 election taught me that you've got to start providing leadership for the members right now, before you ever get elected," Berg explained. "You've got to address the issues that members care about and lead on them."

There are lots of ways you can lead on the issues. If there are UPS members in your local, you can help build the Make UPS Deliver campaign by passing out bulletins and collecting email sign-up forms. If pensions are a hot topic, you can organize a pension workshop so members can talk about what to do. And there are local issues to work on.

"You've also got to establish your experience as a leader," added Sandy Pope, president of Local 805. "Go to all the union meetings. Take advantage of labor education programs to educate yourself (and build your resume). Volunteer for a committee and try to get other members involved."

"Just because people dislike the incumbent doesn't mean they will vote for you," Berg advised.

"The members have to see your team as real leaders," Berg added. "You can do that by passing out information, holding

meetings, and getting members involved in these fights."

Getting an Early Start

The other key to a successful campaign is to get an early start, Pope explained: "You've got to start campaigning very early, and you've got to keep campaigning all the way to the end."

To build the support needed to win, successful slates make a plan to reach out to all the members of the local several months before the nominations.

"In Local 743, we go out with flyers and a petition to every worksite where we can get support," said Richard Berg. "We use the petition to meet people and get phone numbers for our campaign list, and also to gauge our support. When it's time to get out the vote, we know where we have support and how to tap it."

"When I first ran for office, I made an extra point to reach out to opinion leaders in every shop—especially the shop stewards," Pope said. "It's always hard to tell where you really have support, and many members depend on their stewards when they decide whom to vote for."

Once the ballots are out, knowing where you have support and where your opponents are strong is critical. After the ballots are out, you should work to build turnout where you have strong support.

Get Advice from TDU

"TDU wrote the book on running for local office," Berg explained. "If you're thinking of running this year or in 2008, contact TDU right away."

If you are going to win, there are a lot of organizational issues and legal problems you have to plan for. TDU can help set up a meeting in your local. TDU leaders can help your team put together an election game plan so that you are prepared for every step of the process.

A Reform Movement

Winning office is not going to solve all of your local's problems.

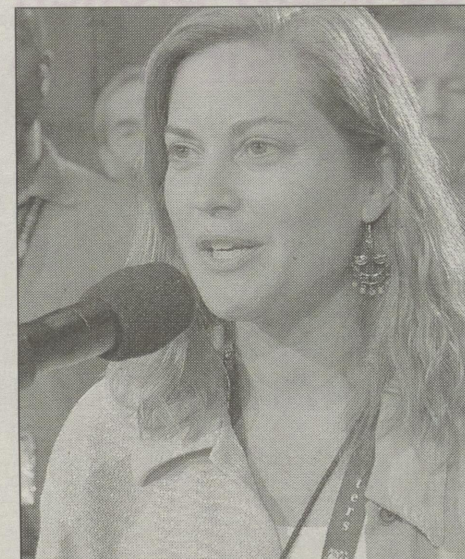
Successful reform slates have found that running for local office is only one part of an overall strategy for building a strong union.

"Building a reform movement in your local has to start before you take office," Pope explained. "You have to build a network of people working together to build a stronger local. Help other members get involved in the local. Get *Convoy* out. Don't just be a critic—offer suggestions to make the local better."

"Reform in your local has to start before you win office."

"You have to build a network of people working together to build a stronger local. Help other members get involved in the local. Get *Convoy* out. Don't just be a critic—offer suggestions to make the local better."

Sandy Pope
Local 805 President
New York

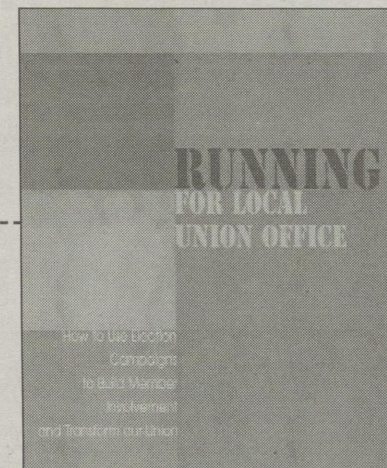


"TDU wrote the book on running for local union office."



"I can't imagine running for local union office without the TDU handbook. If you're thinking about running, order your copy today."

Richard Berg
Local 743
Chicago



Send me _____ copies of *Running for Local Union Office*.

\$10 per copy.

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

☐ Check or money order enclosed

Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

Mail to: TDU, PO Box 10128, Detroit Mich. 48210
For more books or info: (313) 842-2600 or www.tdu.org

Strong Locals = Teamster Power

We're Making Our Locals Stronger.

TDU Is With Us All the Way.

**Too Many Broken Promises.
I Won't Sit on the Sidelines!**



"This fall the members of Teamsters Local 264 in Buffalo will have the chance to elect new leadership for our local.

"Our local is losing power, hurting members in the public sector and the private sector. The leadership promises to lead aggressive organizing drive at our nonunion competitors, but they never live up to their promises.

"I refuse to sit on the sidelines, and will work tirelessly to offer the membership a more than reputable option this fall!"

Darrin Ziemba
Local 264, C&S Wholesale
Buffalo, N.Y.

**Working Hard to Make
Our Local Even Stronger.**



"Before we elected Sandy Pope as our President, the local kept our members in the dark. Members didn't know what our rights were, and our local leaders hid information about our pensions and benefits. We elected Sandy because she wasn't afraid to tell the truth.

"We've come a long way since then. The local makes educating the members a big priority, and we've built a network of members who are educating other members about what it means to be a strong union. We're going to keep working hard to make our local even stronger."

Linda Rivera
Local 805 Recording Secretary
New York

Running for Local Office? TDU Can Help

✓ Know Your Rights.

Teamsters have the democratic right to run for local union office, but there are many pitfalls along the way. If you are interested in learning your rights and how to use them, contact TDU today.

✓ Make a Game Plan.

If you're going to win, you need a plan. TDU can help you put together your game plan.

✓ Hold a Workshop.

A workshop can help you build the team you need to win. Whether it's a meeting on your local's pension problems, Make UPS Deliver, or running for local office, TDU can help you put together a workshop to inform your members and build a stronger union.

Contact TDU for more help today:
(313) 842-2600 • info@tdu.org

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.